

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re application of: Friedlander et al. : Date: May 4, 2001

Serial Number: Concurrent : Group Art Unit: Unknown

Filed: Concurrent : Examiner: Unknown

Title: SYSTEM AND METHOD FOR : IBM CORPORATION  
IMPLEMENTING TECHNICAL : John Pivnichny, PhD.  
CHANGE IN AN ORGANIZATION : IPLaw N50/040-4  
HAVING MULTIPLE HIERARCHIES : 1701 North Street  
: Endicott, NY 13760-5553

#2  
PB-7501  
JC825 U.S. PTO  
09/849291  
05/04/01

**INFORMATION DISCLOSURE STATEMENT (IDS) UNDER 37 CFR 1.97**

Commissioner For Patents  
Washington, D. C. 20231

Dear Sir:

The attached Form PTO-1449, and any attached foreign patent office search report, provides a listing of information which may be relevant to the subject application. This IDS is not intended as a representation that better art is not available, nor that the information provided is prior art.

This IDS is submitted under:

X  37 CFR 1.97(b) - No Fee.

37 CFR 1.97(c) - No Fee. Each item of information contained in this information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application. This communication is dated \_\_\_\_\_, which is not more than 3 months prior to the mailing of this statement.

37 CFR 1.97(c) - Fee.

37 CFR 1.97(d) - Fee, Certification & Petition.

The Commissioner is authorized to charge payments of any associated fees required under 37 CFR 1.17(p) and (i) (1) to Deposit Account No. 09-0457(IBM).

Respectfully submitted,

By: \_\_\_\_\_

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# INFORMATION DISCLOSURE CITATION

(Use several sheets if necessary)

Docket Number (Optional)

BLD9 2001 0003US1

Application Number

Applicant(s)

Friedlander et al.

Filing Date

Group Art Unit

JP825 U.S. PTO  
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## U.S. PATENT DOCUMENTS

*EXAMINER INITIAL	REF	DOCUMENT NUMBER	DATE	NAME	CLASS	SUBCLASS	FILING DATE IF APPROPRIATE
		6,142,472	11/2000	Kliebisch			
		6,029,156	2/2000	Lannert et al.			
		5,890,911	4/1999	Griswold et al.			

## FOREIGN PATENT DOCUMENTS

	REF	DOCUMENT NUMBER	DATE	COUNTRY	CLASS	SUBCLASS	Translation	
							YES	NO

## OTHER DOCUMENTS (Including Author, Title, Date, Pertinent Pages, Etc.)

		Dreimanis, A., "Human Adaptation to a Changing Socio-Economic Environment: transition to the openness," Thirteenth European Meeting on Cybernetics and Systems Research, April 1996.
		Gallivan, M.J., "Reskilling IS Professionals: Individual and Organizational Adaptation to Software Process Innovations," Association of Computing Machinery, 1995, pp. 103-116.

EXAMINER

DATE CONSIDERED

EXAMINER: Initial if citation considered, whether or not citation is in conformance with MPEP Section 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.